

2021 Comprehensive Local Needs Assessment

Labor Market Analysis Region E



Labor Markets in New Mexico’s Career and Technical Education Region E

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Introduction and Approach

Introduction

Career Technical Education (CTE) provides students of all ages with the academic and technical skills necessary to succeed in future careers and to become lifelong learners. In total, about 12.5 million high school and college students are enrolled in CTE across the nation. Funded by the Carl D. Perkins Career and Technical Education Act (Perkins), CTE prepares these learners for the world of work by introducing them to workplace competencies and makes academic content accessible to students by providing hands-on experiences in various industry sectors.¹



More than 68,000 New Mexico high school students are enrolled in CTE programs, and more than 13,000 postsecondary credentials were earned by New Mexico CTE students last year. CTE Concentrators graduate high school at a rate more than 19 percentage points higher than the general student body. More than half of the state’s community college students are enrolled in CTE programs, with more than 52,000 participating in CTE programs.²

The Strengthening Career and Technical Education for the 21st Century Act

Federal legislation requires a Comprehensive Local Needs Assessment for proposed CTE programs, and the New Mexico Public Education Department originally commissioned this initiative to provide parameters and guidance to CTE program applicants. Our intention is to provide intelligence on regional labor markets and economic trends to inform CTE strategies that make high-quality career opportunities more available to the students we serve.

Approach

This report leverages data from the New Mexico Department of Workforce Solutions, the United States Census Bureau, the United States Bureau of Economic Analysis, the National Center for Education Statistics and Economic Modelling Specialists International to create practical perspectives on the region’s labor markets and the career opportunities available to its students.

¹ <https://webnew.ped.state.nm.us/bureaus/college-career-readiness/careertechnicaleducation/>

² <https://www.acteonline.org/wp-content/uploads/2021/02/NM-CTE-Fact-Sheet-2021.pdf>

The Region

Region E comprises a number of school districts and charter schools:

- Belen Consolidated
- Bernalillo
- Estancia Municipal
- Los Lunas
- Moriarty
- Mountainair
- Rio Rancho
- State Charter-School of Dreams
- State Charter-Robert F Kennedy

Regional Education Cooperatives (REC)s exists to provide educational services to students, staff, and families of the member districts and communities. REC's provide ancillary support and technical assistance in implementing federal and state statutes and regulations; professional development; and support for members in meeting the Public Education Department's requirements. The region is served by Regional Education Cooperative #5.

Seventeen postsecondary institutions serve the area. The two largest are the University of New Mexico and Central New Mexico Community College. The districts lie primarily in Sandoval, Bernalillo, Valencia and Tarrant Counties, all of which are within the Central Workforce Region.

Summary and Key Findings

2020 Research and Outcomes

In 2020 the New Mexico Public Education Department's research supported a series of community summits, in which priorities for the distribution of Perkins funding were established by civic, economic development and business leaders for each region.

The Region E CLNA Council established this vision statement:

Career and Technical Education in Region E is driven by collaboration with industry, students, and community and maximizes all of the resources in the region to achieve success. Talent in Region E is informed, educated, excited, and ready for careers here now, and in the future.

The Council further established priority status for these programs of study:

1. *Health Science*
2. *Manufacturing*
3. *Information Technology/STEM*
4. *Skilled Trades*

Notes on the outcomes of the summit can be viewed at <https://nmcteclna.com>

The 2020 regional profile identified the six largest industries and the nine largest individual employers in the region. The largest industries in the region include:

- *Government and Government Enterprises*
- *Health Care and Social Assistance*
- *Retail Trade*
- *Accommodation and Food Service*
- *Professional, Scientific, and Technical Services*
- *Administrative and Support and Waste Management and Remediation Services*

One of the unique characteristics of this region is the concentration of the *Transportation and Warehousing* industry and the services that support it. For example, workers in this region are concentrated in the *Commuter Rail System* industry at a rate more than 25 times the national average.

According to the New Mexico Department of Workforce Solutions, there are ten organizations in the region who employ more than 1,000 workers.

- Isleta Casino and Resort
- Intel Corporation
- Albuquerque International Airport
- Albuquerque Police Department
- Tricore Reference Laboratories
- Presbyterian Healthcare Services
- Sandia Resort and Casino
- University of New Mexico School of Medicine
- Sandia Corporation
- Central New Mexico Correctional Facility

Demographics

As noted in the 2020 report, the region continues to age. With the exception of the populations under 10 years old, and 40-49, the region is aging. The number of those older than 65 has increased by over 43%

More than 47% of the population in the region that is 25 years or older has either a high school diploma and no college experience or some college experience and no degree.

The percentage who hold a bachelor's degree or higher (17.9%) is significantly lower than the national average of 33.1%.

Since last year's report, the percentage with a bachelor's degree or higher has ticked up from 30.4% to 32.1%, while those without a high school diploma is down slightly from 24.3% to 23.3%.

The Employers

The public sector is far and away the largest employer in the region. Specifically, local government and education provide the largest numbers of jobs. Health care is also particularly large and demand for certain components of the sector continue to be driven by shifting demographics. Both the *Services for the Elderly and Disabled* and *Home Health Services* industries employ the regional workforce at a rate more than double the national average.

Employment Projections

Several of the occupations expected to grow the most in coming years are found in the *Health Care Support* family, including *Registered Nurses*, *Nursing Aides* and *Medical Services Managers*.

The Talent Development Ecosystem

Finally, the report evaluated the regional talent development ecosystem by aligning emerging talent supply from postsecondary institutions to the projected demand for occupations related to each program. The largest deficits, or differences between emerging supply and projected demand were found in occupational programs, including *Administrative Assistant and Secretarial Science*, *Electrician* and *Business Management*.

The People

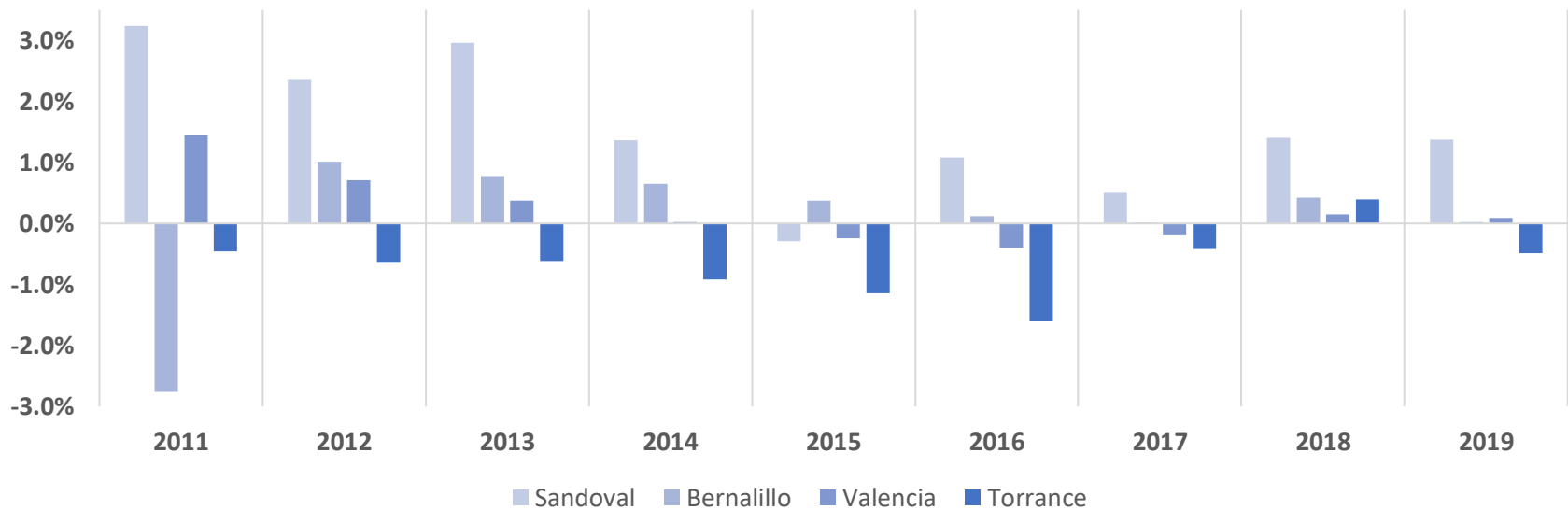
Population

There are 11,337 students enrolled in grades 9-12 across the region’s nine school districts. Trends in the region’s population will have an obvious effect on that enrollment and warrants regular analysis. Combined, the region’s population has increased 2.5% since that time, including a 14.8% increase in Sandoval County.

Table 1: Population by County, 2010-2019

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Sandoval	124,263	128,280	131,302	135,191	137,039	136,638	138,117	138,815	140,769	142,704
Bernalillo	673,943	655,306	661,924	667,092	671,429	673,943	674,777	674,855	677,692	677,858
Valencia	74,554	75,640	76,172	76,461	76,480	76,297	75,993	75,845	75,956	76,027
Torrance	16,467	16,391	16,285	16,185	16,037	15,853	15,599	15,534	15,595	15,519

Population by Percentage Change, by Year

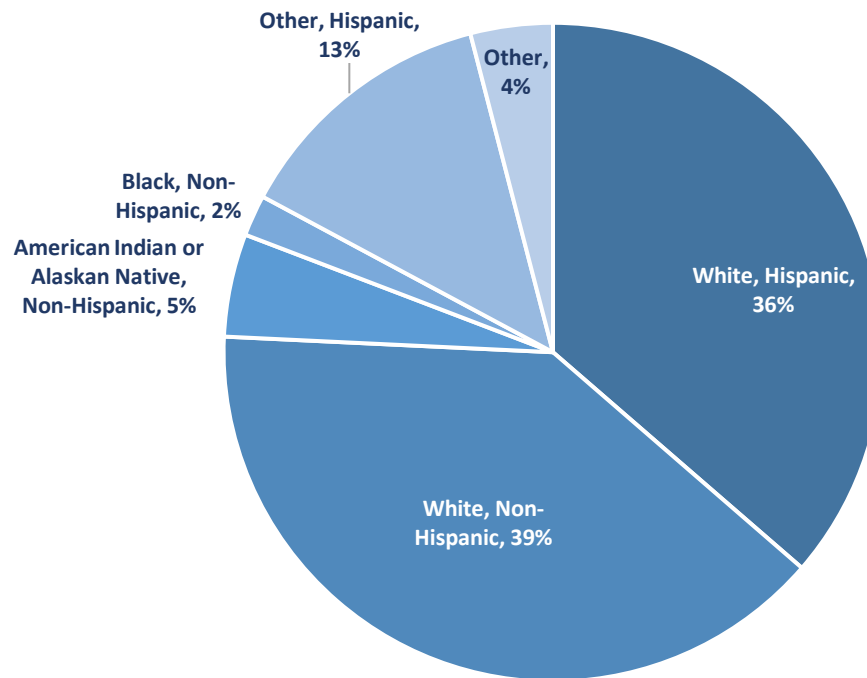


Race and Ethnicity

Table 2: Population, by Race and Ethnicity

Race/Ethnicity	2010 Population	2019 Population	Change	% Change	2019 % of Total
White, Hispanic	209,175	325,923	116,748	56%	35.73%
White, Non-Hispanic	354,142	357,512	3,370	1%	39.20%
American Indian or Alaskan Native, Non-Hispanic	42,175	48,000	5,825	14%	5.26%
Black, Non-Hispanic	18,942	20,630	1,688	9%	2.26%
Other, Hispanic	148,394	121,201	-27,193	-18%	13.29%
Other	31,250	38,842	7,592	24%	4.26%

Percentage, by Race, 2019



Age

It is notable that the population of the region is aging. While the youngest age band has declined considerably, the number of those 65 years and older have increased dramatically.

Table 3: Population, by Age

Age Cohort	2010 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 10	118,126	107,422	-10,704	-9.1%	11.8%
10-19	119,189	119,745	556	0.5%	13.1%
20-29	124,154	124,260	106	0.1%	13.6%
30-39	112,001	126,284	14,283	12.8%	13.8%
40-49	122,890	108,976	-13,914	-11.3%	11.9%
50-64	162,371	177,891	15,520	9.6%	19.5%
65 and over	102,928	147,530	44,602	43.3%	16.2%

Educational Attainment

Table 4: Population by Educational Attainment

Education Level	Population
Less than 9 th Grade	4.2%
9 th Grade to 12 th Grade	7.2%
High School Diploma	24.6%
Some College	23.3%
Associate's Degree	8.5%
Bachelor's Degree	17.9%
Graduate Degree or Higher	14.2%

48% of the population in the region has either a high school diploma and no college experience or some college experience and no degree.

The percentage who hold a bachelor's degree or higher (32.1%) is just slightly below the national average of 33.1%.

United States Census Bureau, American Community Survey

The Employers

Overview

To gain perspective on the businesses who employ workers in Region E, we look at data from the New Mexico Department of Workforce Solutions, in particular the *Quarterly Census of Employment and Wages*. Data from that instrument are organized according to the *North American Industry Classification System (NAICS)*, in which businesses are categorized by their primary lines of business into general industry sectors, then subdivided into more granular industry definitions. For this report, we look first at the general industry sectors, then at the detailed industries they include.

An Employment Location Quotient is an indexed value that illustrates the concentration of an industry in a particular location. An LQ of 1.0 indicates that employment in the target industry is exactly equal to the national average. An LQ of 2.0 indicates that industry employment is double the national rate

Employment, Top Industry Sectors, Region E

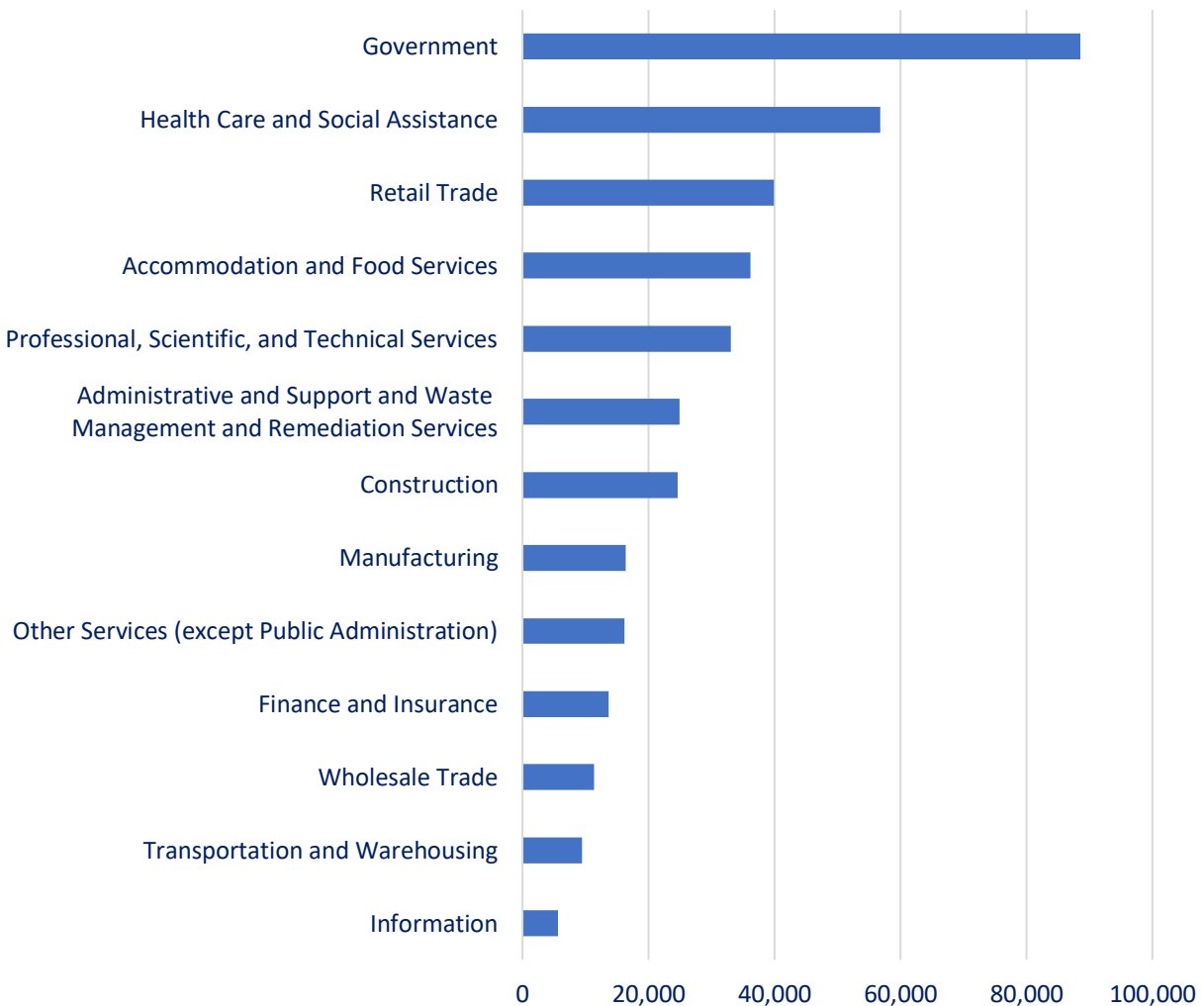


Table 5: Components of Top Industry Sectors

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Government			
Local Government, Excluding Education and Hospitals	21,037	\$64,338	1.42
Elementary and Secondary Schools (Local Government)	16,033	\$60,698	0.86
Federal Government, Civilian, Excluding Postal Service	13,206	\$124,690	2.16
Colleges, Universities, and Professional Schools	10,755	\$75,663	1.52
Hospitals (State Government)	8,410	\$83,475	8.24
Health Care and Social Assistance			
General Medical and Surgical Hospitals	10,528	\$86,379	0.8
Services for the Elderly and Persons with Disabilities	8,751	\$22,572	1.6
Offices of Physicians (except Mental Health Specialists)	5,206	\$103,819	0.8
Home Health Care Services	5,116	\$31,202	1.3
HMO Medical Centers	3,206	\$75,060	5.9
Child Day Care Services	3,075	\$29,151	1.3
Nursing Care Facilities (Skilled Nursing Facilities)	2,806	\$52,796	0.7
Offices of Dentists	2,774	\$58,656	1.2
Continuing Care Retirement Communities	1,454	\$34,884	1.1
Retail Trade			
Supermarkets and Other Grocery	5,664	\$34,898	0.9
New Car Dealers	3,050	\$68,751	1.1
Gasoline Stations with Convenience Stores	2,193	\$26,586	1.0
Home Centers	2,054	\$33,285	1.1
Pharmacies and Drug Stores	1,668	\$47,625	0.9
Professional, Scientific, and Technical Services			
Research/Development in Physical, Engineering, and Life Sciences	13,990	\$125,243	12.0
Offices of Lawyers	3,304	\$94,683	1.2
Engineering Services	3,254	\$110,212	1.2
Computer Systems Design Services	1,773	\$88,881	0.6
Custom Computer Programming Services	1,198	\$99,985	0.5

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Construction			
Electrical Contractors	4,124	\$69,259	1.6
Commercial and Institutional Building Construction	3,680	\$72,706	2.0
Plumbing, Heating, and Air-Conditioning Contractors	3,128	\$63,964	1.0
Highway, Street, and Bridge Construction	1,372	\$69,991	1.5
Water and Sewer Line Construction	1,286	\$71,885	2.5
Manufacturing			
Breweries	4,413	\$79,908	4.6
Breakfast Cereal Manufacturing	1,926	\$71,659	0.7
Fruit and Vegetable Canning	1,672	\$69,970	2.6
Frozen Fruit, Juice, and Vegetable Manufacturing	1,411	\$85,755	0.4
Frozen Specialty Food Manufacturing	472	\$125,264	1.0

Detailed Industries by County

It is also instructive to look at detailed industries in each of the counties that make up this CTE Region. In our quest to prioritize industries and occupations, one of the most valuable pieces of intelligence we can utilize is industry employment data.

Table 6: Employment by Industry, Sandoval County, 2020

Sandoval	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Local Government, Excluding Education and Hospitals	4,191	\$56,613	3.4	37.5%
Telemarketing Bureaus and Other Contact Centers	3,116	\$44,803	32.4	30.0%
Elementary and Secondary Schools (Local Govt)	2,894	\$67,203	1.9	56.0%
Semiconductor and Related Device Manufacturing	1,892	\$163,569	47.5	66.7%
Limited-Service Restaurants	1,671	\$16,793	1.8	20.9%
Full-Service Restaurants	890	\$21,638	0.9	20.9%
Warehouse Clubs and Supercenters	725	\$31,336	2.3	33.3%
General Medical and Surgical Hospitals	642	\$63,519	0.6	36.1%
Services for the Elderly and Persons with Disabilities	633	\$18,721	1.5	45.3%
Supermarkets and Other Grocery Stores	542	\$33,043	1.0	40.0%

Table 7: Employment by Industry, Bernalillo County, 2020

Bernalillo	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Local Government, Excluding Education and Hospitals	798	\$67,068	1.2	37.5%
R&D-Physical, Engineering, and Life Sciences	704	\$124,594	13.9	48.6%
Federal Government, Civilian, Excluding Postal Service	554	\$126,029	2.5	54.2%
Limited-Service Restaurants	509	\$20,032	1.2	22.6%
Full-Service Restaurants	478	\$23,369	1.0	22.6%
Elementary and Secondary Schools (Local Govt)	420	\$59,817	0.7	56.0%
General Medical and Surgical Hospitals	303	\$86,776	0.9	43.9%
Hospitals (State Government)	261	\$83,475	9.5	41.6%
Services for the Elderly and Persons with Disabilities	251	\$22,145	1.6	46.1%
Colleges, Universities, and Professional Schools (State)	240	\$113,675	1.6	38.3%

Table 8: Employment by Industry, Torrance County, 2020

Torrance	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	568	\$54,030	3.4	56.0%
Local Government, Excluding Education and Hospitals	226	\$42,374	1.7	38.2%
Solid Waste Collection	194	\$45,571	51.1	52.5%
Home Health Care Services	143	\$35,797	4.1	43.0%
Crop Production	105	\$22,384	8.3	46.1%
Services for the Elderly and Persons with Disabilities	99	\$15,982	2.2	55.4%
Gasoline Stations with Convenience Stores	92	\$28,315	4.8	41.0%
Limited-Service Restaurants	92	\$16,366	0.9	33.2%
State Government, Excluding Education and Hospitals	90	\$61,283	1.7	49.2%
Other Gasoline Stations	79	\$28,082	35.2	42.8%

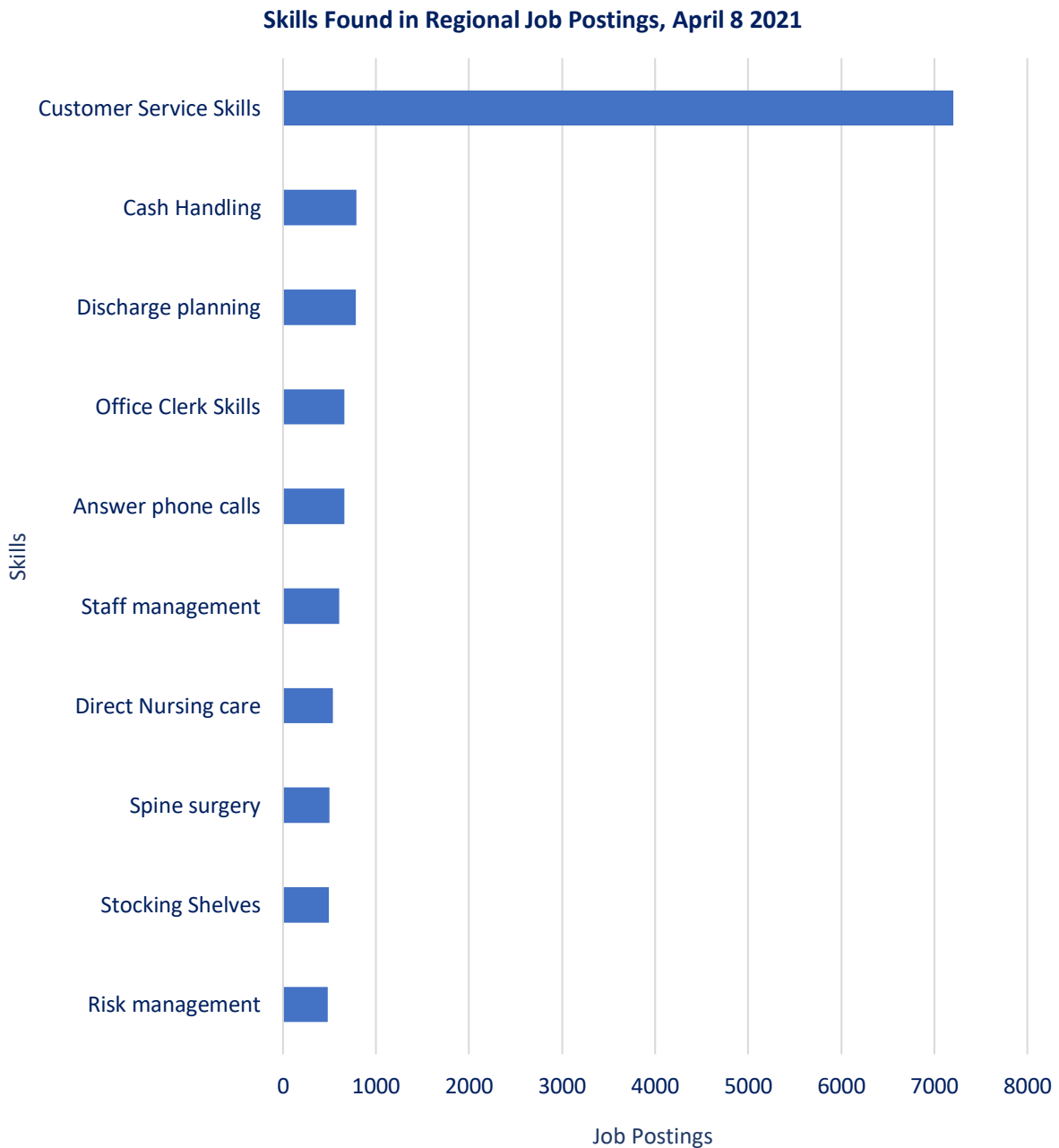
Table 9: Employment by Industry, Valencia County, 2020

Valencia	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	1,692	\$57,482	2.3	56.0%
State Government, Excluding Education and Hospitals	970	\$72,789	4.1	43.6%
Local Government, Excluding Education and Hospitals	843	\$57,525	1.4	37.5%
Limited-Service Restaurants	782	\$17,226	1.7	23.9%
Services for the Elderly and Persons with Disabilities	766	\$17,860	3.7	44.9%
General Warehousing and Storage	729	\$46,626	5.8	42.7%
Warehouse Clubs and Supercenters	592	\$32,729	3.8	39.4%
Full-Service Restaurants	591	\$17,885	1.2	23.9%
Electrical Contractors & Wiring Installation Contractors	540	\$85,728	5.4	39.6%
Home Centers	318	\$34,388	4.2	42.1%

Job Postings Analysis

On April 8, 2021, an analysis of all 14,974 job postings across Region E was conducted using the New Mexico Department of Workforce Solutions online system. The analysis provides a number of perspectives on the priorities of regional employers.

- By a wide margin, the most-requested skill of any kind was customer service.
- Among technical skills, discharge planning, staff management and direct nursing care were among the most frequently found.



Tools and Technologies Found in Regional Job Posting, April 8, 2021

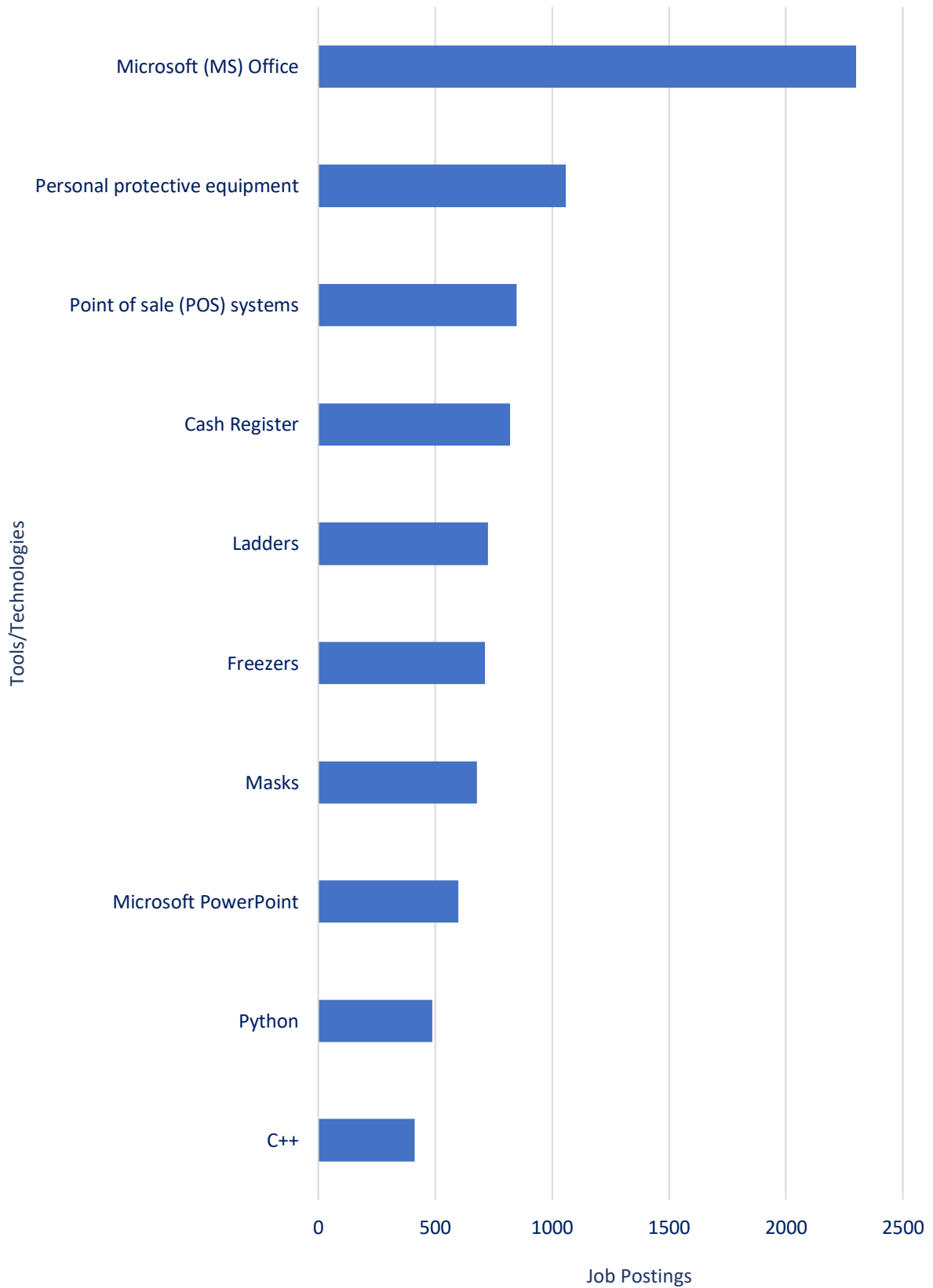


Table 10: Employers with Current Job Openings

Employer	County	Job Postings
University of New Mexico	Bernalillo	1010
Presbyterian Healthcare Services	Bernalillo	836
Ardent Health Services	Bernalillo	380
University of New Mexico Hospitals	Bernalillo	171
Sandia National Laboratories	Bernalillo	165
Los Lunas Public Schools	Valencia	148
Presbyterian Healthcare Services	Sandoval	136
Rio Rancho Public Schools	Sandoval	134
ECS	Bernalillo	78
ECS Corporate Services, LLC	Bernalillo	77
The State of New Mexico	Bernalillo	77
The Evangelical Lutheran Good Samaritan Society	Bernalillo	72
Sprouts Farmers Markets, Inc.	Bernalillo	67
Albuquerque Public Schools	Bernalillo	61
Dollar Tree, Inc.	Bernalillo	60
Chalk Mountain Services	Sandoval	58
City of Albuquerque, NM	Bernalillo	57
Jabil Inc.	Bernalillo	57
AHS NurseStat	Bernalillo	56
McDonald's Corporation	Bernalillo	56
Healthcare Services Group, Inc.	Bernalillo	54
Wendy's International, Inc.	Bernalillo	53
Kindred Healthcare, LLC	Bernalillo	52
Leidos Holdings, Inc.	Bernalillo	51
NANA Regional Corporation, Inc	Bernalillo	49
The United Family	Bernalillo	49
Laguna Development Corporation	Bernalillo	47
Kindred Hospital Albuquerque	Bernalillo	46
TLC Plumbing & Utility	Bernalillo	46
CVS Health	Bernalillo	43

The Jobs

Occupational Employment

The 2020 analysis used the New Mexico Department of Workforce Solutions 2016-2026 employment projections. Since that report, the 2018-2028 projections have been released, and this report mines those data for intelligence on the region's high-growth occupations.

Another instrument of the New Mexico Department of Workforce Solutions that provides valuable perspective on career opportunities in this region is the *Occupational Employment Statistics Series*. Employment and wages are estimated for more than 750 occupation categories, and to evaluate growth in demand for particular occupations, we return the occupations with the largest growth since 2010.

Table 11: Occupation Employment, 2010-2020

Description	2010 Jobs	2020 Jobs	2010 - 2020 Change	2010 - 2020 % Change	Annual Openings	Median Annual Earnings
Secretaries and Administrative Assistants	8,192	12,769	4,577	56%	1,614	\$35,325
Customer Service Representatives	8,852	13,115	4,264	48%	1,839	\$30,079
Home Health and Personal Care Aides	11,627	13,942	2,315	20%	2,311	\$22,545
Registered Nurses	8,392	10,303	1,911	23%	668	\$75,179
Cooks, Restaurant	2,449	4,130	1,680	69%	635	\$24,196
Cashiers	8,550	9,792	1,242	15%	1,707	\$22,396
Sales Representatives of Services	923	2,141	1,218	132%	311	\$48,380
Medical Assistants	2,745	3,921	1,177	43%	441	\$31,265
Medical Secretaries/Administrative Assistants	1,225	2,263	1,037	85%	301	\$31,562
Semiconductor Processing Technicians	149	1,178	1,029	688%	150	\$42,833
Fast Food and Counter Workers	9,703	10,619	916	9%	2,148	\$20,073
Postsecondary Teachers	4,680	5,564	884	19%	516	\$75,576
Physicians, All Other	450	1,298	848	188%	103	\$234,829
Laborers and Freight, Material Movers	4,134	4,899	766	19%	642	\$25,340
Security Guards	3,587	4,331	744	21%	576	\$25,937
Food Preparation Workers	1,787	2,484	698	39%	419	\$22,839
Preschool Teachers, Except Special Education	894	1,562	668	75%	189	\$28,344
Market Research Analysts and Specialists	418	1,078	660	158%	127	\$52,751
Training and Development Specialists	609	1,249	640	105%	143	\$54,633
Electricians	1,775	2,404	629	35%	282	\$45,548

Many factors go into an evaluation of a career’s potential, including demand and earning potential. The New Mexico Department of Workforce Solutions also projects changes in total employment for every occupation by 2028. The occupations that are projected to experience the largest growth and that pay wages above the region’s average are categorized here as high-quality careers, and detailed occupations are grouped into general “occupation families.”

Table 12: Projected Change, Occupations, 2018-2028

High Quality Career	2018 Jobs	2028 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Health Care Practitioners and Technical Occupations						
Registered Nurses	9,803	11,154	1,351	14%	643	\$75,179
Nurse Practitioners	450	690	241	54%	52	\$110,411
Orthotists and Prosthetists	259	497	238	92%	52	\$63,729
Physicians, All Other	1,105	1,337	232	21%	57	\$234,829
Physical Therapists	589	698	108	18%	36	\$84,368
Ophthalmic Medical Technicians	100	193	92	92%	22	\$35,313
Business and Financial Operations						
Management Analysts	1,688	2,140	452	27%	211	\$81,053
Project Management Specialists	3936	4335	399	10%	403	\$73,761
Market Research Analysts	959	1,203	244	25%	123	\$52,751
Training and Development Specialists	1,085	1,313	228	21%	138	\$54,633
Human Resources Specialists	1,698	1,815	117	7%	170	\$61,606
Compliance Officers	703	814	111	16%	70	\$60,847
Computer and Mathematical						
Software Developers/ Quality Assurance	1,744	2,413	669	38%	196	\$95,748
Computer User Support Specialists	1,394	1,638	244	17%	130	\$38,960
Information Security Analysts	465	605	140	30%	49	\$109,887
Database Administrators and Architects	219	307	88	40%	26	\$73,084
Computer/Information Research Scientists	335	422	87	26%	36	\$134,536
Computer Systems Analysts	1,078	1,163	85	8%	82	\$77,282
Operations Research Analysts	159	196	37	23%	15	\$81,702

High Quality Career	2018 Jobs	2028 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Management						
General and Operations Managers	6,532	6,931	399	6.1%	556	\$94,114
Medical and Health Services Managers	854	1,172	318	37.2%	102	\$118,677
Financial Managers	1,204	1,331	127	10.5%	96	\$102,709
Property/Real Estate/Association Managers	465	592	127	27.2%	54	\$42,259
Computer/Information Systems Managers	552	674	122	22.2%	53	\$103,326
Construction Managers	798	917	119	15%	67	\$87,488
Personal Service Managers, All Other	1,294	1,412	118	9%	100	\$97,353

The Talent Development Ecosystem

The 2020 analysis aligned the emerging talent supply with projected occupation-driven demand to evaluate workforce equilibrium for the region. It compared the number of awards from the region's most popular college programs of study to the projected number of job openings in related occupations.

This year's analysis will leverage the most recent completions data from the National Center for Education Statistics to supplement the equilibrium analysis with perspective on trends in enrollment and completions in the region's most critical programs of study.

Data from the 2019-2020 academic year are aggregated from the region's ten degree-granting institutions:

- University of New Mexico
- Central New Mexico Community College
- Pima Medical Institute
- Carrington College
- The University of Phoenix
- Brown-Mackie College
- Southwestern Indian Polytechnic Institute
- National American University
- Southwest University of Visual Arts
- Navajo Technical University

Workforce Equilibrium

Finally, we use a crosswalk from the United States Department of Education to estimate the balance between the region's emerging supply of qualified talent and projected demand for workers with relevant skills. The difference between awards in a program and the aggregated number of openings in related occupations is quantified here as a "Workforce Equilibrium Value."

Ideally, the numbers representing emerging supply will be roughly equal to projected demand. Where an imbalance exists, there may be an opportunity to expand program offerings or to encourage students and jobseekers to consider careers in these fields. The educational system thus becomes a valuable factor in not only the success of individual students, but also in the economic success of the region.

Table 13: Program Completions, 2010-2019

CIP Code	Program Description	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2010-2019 Change	% Change
44.0701	Social Work	16	18	20	31	0	0	0	147	233	200	184	1150%
14.1901	Mechanical Engineering	30	47	56	63	58	74	85	73	76	97	67	223%
48.0508	Welding Technology/Welder	2	15	36	37	47	50	37	39	84	50	48	2400%
30.9999	Multi-/Interdisciplinary Studies, Other	23	30	44	50	73	93	94	80	85	58	35	152%
14.0701	Chemical Engineering	11	16	14	16	23	17	23	26	24	37	26	236%
14.2501	Petroleum Engineering	19	22	29	29	41	53	51	60	59	37	18	95%
52.0201	Business Administration	35	35	28	34	53	55	60	51	44	53	18	51%
15.0303	Electric/Communications Engineering Techn	4	20	22	13	14	7	32	21	30	20	16	400%
42.0101	Psychology, General	10	13	12	26	11	22	21	22	29	26	16	160%
43.0104	Criminal Justice/Safety Studies	20	37	20	39	38	39	59	53	37	36	16	80%
51.2314	Rehabilitation Science	2	0	7	11	5	6	12	12	32	18	16	800%
13.1209	Kindergarten/Preschool Education	13	15	19	13	17	15	27	14	15	27	14	108%
14.1801	Materials Engineering	8	24	19	14	20	12	18	21	19	21	13	163%
23.0101	English Language and Literature, General	4	2	5	1	4	2	10	10	15	16	12	300%
52.0101	Business/Commerce, General	0	4	9	15	10	12	11	11	9	10	10	N/A
51.2306	Occupational Therapy/Therapist	9	10	41	32	33	30	24	53	16	17	8	89%
51.3801	Registered Nursing/Registered Nurse	21	24	31	42	36	52	47	34	41	28	7	33%
40.0605	Hydrology and Water Resources Science	4	5	5	6	4	6	3	10	9	10	6	150%
52.1401	Marketing/Marketing Management, General	0	0	0	0	0	2	6	6	6	6	6	N/A
11.0701	Computer Science	32	19	17	21	24	22	20	19	30	37	5	16%

Top Five Programs, By Completions, 2010-2019

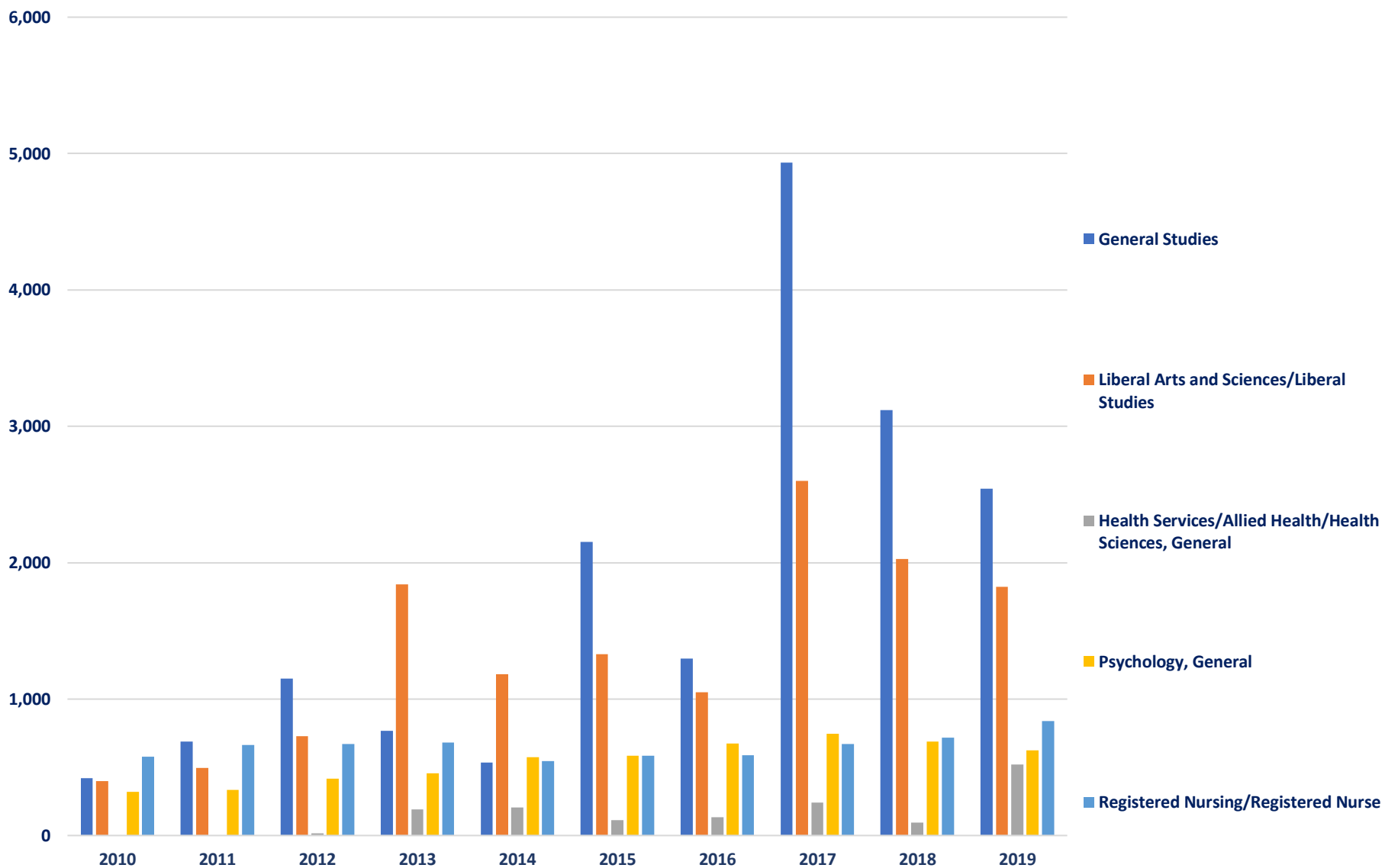


Table 14: Program Awards and Openings in Related Occupations

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
General Studies	2542	0	0	2,542
Liberal Arts and Sciences/Liberal Studies	1823	446	5,564	1,377
Business Administration and Management, General	1129	1,257	15,501	(128)
Registered Nursing/Registered Nurse	840	508	10,303	332
Psychology, General	623	34	562	589
Health Services/Allied Health/Health Sciences, General	520	4,443	48,425	(3,923)
Medical/Clinical Assistant	337	413	4,103	(76)
Emergency Medical Technology/Technician (EMT Paramedic)	321	42	640	279
Nursing Assistant/Aide and Patient Care Assistant/Aide	277	285	2,717	(8)
Biology/Biological Sciences, General	270	54	506	216
Electrician	266	601	5,973	(335)
Child Care Provider/Assistant	232	295	1,973	(63)
Business/Commerce, General	219	1,117	14,217	(898)
Computer and Information Sciences, General	186	366	4,939	(180)
Elementary Education and Teaching	161	178	2,565	(17)
Rhetoric and Composition	140	469	5,799	(329)
Corrections	138	145	1,797	(7)
Mechanical Engineering	136	210	2,860	(74)
Cosmetology/Cosmetologist, General	136	135	1,036	1
Accounting	135	322	3,901	(187)
Political Science and Government, General	134	0	2	134

Table 15: Program Awards and Openings in Related Occupations, Largest Equilibrium Deficit:

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Retailing and Retail Operations	0	4,633	32,793	(3,937)
Food Service, Waiter/Waitress	0	4,567	24,434	(3,908)
Health Services/Allied Health/Health Sciences, General	520	4,443	48,425	(3,340)
Cooking and Related Culinary Arts, General	50	3,692	25,092	(3,059)
Food Preparation/Professional Cooking	0	2,960	16,834	(2,505)
Selling Skills and Sales Operations	0	2,891	23,084	(2,503)
Institutional Food Workers	4	2,779	15,721	(2,339)
Receptionist	0	2,067	16,451	(1,726)
Foods, Nutrition, and Wellness Studies, General	51	2,059	14,273	(1,716)
Home Health Aide/Home Attendant	62	2,037	13,942	(1,679)
Floriculture/Floristry Operations and Management	0	1,981	15,185	(1,649)
Sales, Distribution, and Marketing Operations	6	1,981	15,296	(1,636)
Customer Service Support/Call Center	41	1,653	13,125	(1,304)
Construction Trades, General	0	1,558	15,501	(1,275)
Administrative Assistant and Secretarial Science	36	1,438	13,623	(1,261)
Executive Assistant/Executive Secretary	0	1,438	13,623	(1,253)
Business, Management, Marketing	0	1,425	15,232	(1,228)
General Office Occupations and Clerical Services	5	1,413	13,342	(1,217)
Retail Management	15	1,321	15,879	(1,179)
Business Administration and Management, General	1129	1,257	15,501	(962)

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